

May 2012

The Minnesota Department of Labor & Industry is announcing the “Spring Into Safety” campaign. This letter is part of our efforts to provide outreach and education about workplace safety and state labor laws for youth in the workforce.

Enclosed is our “Youth Rules” bulletin which includes information about state and federal child labor laws, and safety tips for young workers. This bulletin also has a list of hazardous occupations that are prohibited for minors. Additional copies of this document can be downloaded at: <http://www.dli.mn.gov/LS/Pdf/youthrules.pdf>.

The Minnesota Department of Labor and Industry estimates Minnesota workplaces will employ more than 65,000 teenagers this summer, many of them at large retail establishments. So, now is a good time to remind retail stores about their obligations when hiring minors. Retail stores need to be specifically aware of the following hazardous occupations prohibited for minors under the age of 18:

- Working in or about any place where explosives or pyrotechnics are manufactured, stored, handled or fired
- Operating or assisting in the operation of power-driven machinery, including but not limited to: industrial trucks (forklifts); meat saws and meat grinders; milling machines; punch presses, press brakes, and shears; and woodworking machinery such as circular saws, radial saws, jointers, and shaping machines
- Window-washing, wall-cleaning, painting, or other building maintenance or repair higher than 12 feet above the ground or floor level, using ladders, scaffolding, safety belts, outside vertical conveyors, or like equipment.

Minors under the age of 16 are also prohibited from working with the following:

- Laundry, rug cleaning, or dry cleaning equipment
- Sidewalk type snow blowers and other power-driven lawn and garden equipment
- Drill presses, milling machines, grinders, lathes, and such portable power-driven machinery as drills, sanders, and polishing and scrubbing equipment for floor maintenance
- Meat slicers
- Textile-making machinery
- Bakery machinery
- Oiling, cleaning, or maintaining any power-driven machinery, either portable or stationary, while in motion or at rest
- Inside walk-in meat freezers or meat coolers, except that occasional entrance to such areas which is incidental to the occupation is not prohibited

The minimum wage information is shown below. Please share this information with all responsible parties in your organization to ensure compliance with both Federal and Minnesota Child Labor Standards.

[This information can be provided to you in alternative formats \(Braille, large print or audio\).](#)

An Equal Opportunity Employer

Minimum wage:

- **\$7.25** for large employers
(annual gross volume sales or revenue is greater than \$500,000)
- **\$5.25** for small employers
(annual gross volume sales or revenue is less than \$500,000)

A “training wage” of \$4.90 may be paid to new employees under the age of 20 during their first 90 consecutive days of employment. New employees may not displace current employees covered by the training wage.

If you have questions or would like additional information, please call the Minnesota Department of Labor and Industry Labor Standards unit at (651) 284-5075 or 1-800-342-5354. You can also visit us online at www.dli.mn.gov and <http://www.dli.mn.gov/LS/TeenWorkers.asp>.